

CITY COUNCIL AGENDA TOPIC

Resolution authorizing execution of a three-year agreement with Cornerstone OnDemand for licensing, ongoing maintenance, hosting, and upgrades of Software as a Service (SaaS) products and services to support a city-wide learning management and performance evaluation system, in the amount of \$388,902.66, plus all applicable taxes.

Bindi Lassige, Human Resources Director
Human Resources Department

EXECUTIVE SUMMARY**ACTION**

This Resolution authorizes execution of a three-year agreement with Cornerstone for a city-wide learning management and performance evaluation system, in the amount of \$388,902.66, plus all applicable taxes.

RECOMMENDATION

Move to adopt Resolution No. 10625

BACKGROUND/ANALYSIS

Cornerstone OnDemand provides a comprehensive learning and development management system as well as maintenance and support services. The City of Bellevue has used Cornerstone for employee learning and development since 2018 when City Council authorized a one-year agreement with Cornerstone with the option to renew for up to four additional years. The city later amended the agreement to add new services, remove unnecessary services, and extend the contract end date. In 2025, the city further amended the agreement to increase the number of licenses due to workforce growth and to add integrations that further enhance the learning experience for staff such as LinkedIn Learning.

The new proposed three-year agreement will allow the city to continue using the Cornerstone system for employee learning and development as well as for performance management.

POLICY & FISCAL IMPACTS**Policy Impact**

Continuing to offer the Cornerstone platform as a tool to provide learning and development opportunities and deliver a fair and consistent performance evaluation system is a crucial component of the City's core value of commitment to employees.

Fiscal Impact

The proposed three-year agreement with Cornerstone for a city-wide learning management and performance evaluation system will cost the city \$388,902.66, plus all applicable taxes. The Information Technology operating budget secured the necessary funds to cover year 1 within the 2026 budget year. Funding for years 2 and 3 will be requested in the 27-28 budget process. Year 1 costs are \$125,820.83

plus all applicable taxes. Year 2 costs are \$129,596.97 plus all applicable taxes. Year 3 costs are \$133,484.86 plus all applicable taxes.

OPTIONS

1. Adopt the Resolution authorizing execution of a three-year agreement with Cornerstone OnDemand for licensing, ongoing maintenance, hosting, and upgrades of Software as a Service (SaaS) products and services to support a city-wide learning management and performance evaluation system, in the amount of \$388,902.66, plus all applicable taxes.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS

Proposed Resolution No. 10625

AVAILABLE IN COUNCIL LIBRARY

Proposed agreement with Cornerstone OnDemand